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19 April 1971

MEMORANDUM FOR: Chief, Administrative Support Staff,
DD/S&T

SUBJECT: FMSAC's Situation Report Concerning
Professional Personnel in the 1970's

1. Attached are three grids and a summary chart which reflects the projected headroom situation for FMSAC professionals in the 1970's. The grids are as follows:

- a. Projected Professional Losses During FY 1971-1980
- b. Projected Cumulative Promotional Headroom During FY 1971-1980
- c. Promotional Readiness of Professionals During FY 1971-1980

2. For your information, the FMSAC Career Panel followed the procedures outlined below to arrive at the results reflected in the attachments:

- a. All FMSAC professionals were listed in one of seven groups for purposes of competitive ranking. Generally speaking, each group corresponded to a professional grade level from GS-08 through GS-14.
- b. All personnel in a group were ranked using the "paired comparison" method, that is, each person in a group was compared with each other person in the same group.
- c. Each professional was identified as a "comer", "average", "below average", or "goer". The top grade potential of each professional was also estimated.

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